



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
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WASHINGTON, D.C. 20301-4000

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PERSONNEL AND  
READINESS

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Office of Personnel Management (OPM) Human Resources (HR) Specialist  
Competency Assessment

I want to personally request your support for the OPM HR Specialist Competency Assessment initiative, which was launched on March 2, 2006, via a web-based assessment tool. We have provided you with information to disseminate throughout your HR specialist workforce to encourage their participation, but I wanted to emphasize the importance of this effort.

In my role as the Deputy Under Secretary of Defense for Civilian Personnel Policy, one of my initiatives is to exercise leadership in our community in developing the competencies we need in our own HR profession to support our dynamic mission requirements, in particular, implementing the National Security Personnel System (NSPS). Our community must embrace an approach to workforce development that goes beyond the requirements for specific positions and recognizes the broader competencies that will prepare us to anticipate and adapt to the changing needs of the Department. This effort will give us valuable information as we revitalize our own career development initiatives.

In closing, let me express my appreciation to you for your leadership and collaborative contributions that helped develop the NSPS. I look forward to continuing this partnership as we work to transform our community to support the Department's mission.

A handwritten signature in cursive script, reading "Patricia S. Bradshaw", is positioned above the typed name.

Patricia S. Bradshaw  
Deputy Under Secretary  
Civilian Personnel Policy